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Conative Stress as a Predictor of High Absenteeism

In a study conducted in 1992, 60 employees from a national marketing firm, half of whom had the highest absenteeism in the company and half of whom had the lowest absenteeism, were studied. Each employee completed a Kolbe A Index and a Kolbe B Index for their own position. The supervisor of each employee also completed a Kolbe C Index for the employee's position. The results of the study indicated that 50% of the high absenteeism group were experiencing conative stress while only 20% of the low absenteeism employees were experiencing similar stress. Length of employment and gender were found not to contribute to absenteeism.